

# Diversity Steering Committee Meeting Summary

## January, 2006

Every month the Diversity Steering Committee meets to discuss current diversity issues as well as the ongoing implementation of the Diversity Action Plan. In the interest of city wide inclusiveness and creating openness, the Diversity Steering Committee will publish a monthly summary of items discussed. Please review the following items and contact your respective 6-Sided Partnership representative or a Diversity Steering Committee member should you have any questions or suggestions.

**Mission:** To work with each other and the community to make Tempe the best place to live, work, and play.

**Values:** People...Integrity...Respect...Openness...Creativity...Quality...Diversity

### ➤ Highlights from members of the Steering Committee:

#### **Management Group:**

- All department managers and their deputies will be away on a retreat Friday, February 10 from 8am to 12pm. They will be trained on the new performance evaluation tool and will be responsible for implementing the new tool in their departments.

#### **Diversity Events:**

- HRC Diversity Awards Brunch will be held Monday, January 16, 2006 at the Tempe Mission Palms Hotel.
- The Diversity Office will be sponsoring the film “The Untold Story of Emmett Louis Till” that will premiere Friday, February 10, 2006 at the Pollack One Cinemas.

#### **TEC:**

- Other than awaiting the release of the market study, TEC has not been working on any significant issues.
- The Police Department has recently created a Civilian Training Committee focused on preparing civilian employees for promotional opportunities.

#### **Diversity Office:**

- The city now has an official diversity brochure. Copies will be interoffice mailed to departments to display in lobbies and other areas accessible to the public.
- Although serving as a Safe Haven is the main function of the Diversity Department, staff will focus more on finding ways to serve the community.

#### **Public Works/Non-SEIU:**

- Public Works department is a member of the American Public Works Association. The APWA created a Women in Public Works Subcommittee, in which Jennifer Adams chairs. This subcommittee is working on

surveying all the women presently in the Public Works Departments throughout the nation.

**Fire:**

- The Fire Department has hired 10 new employees. Eighteen will be hired by the time their recruitment process is completed.
- The International Association of Fire Fighters is preparing for the HR Diversity Conference coming in June. Two representatives will be sent to attend the conference.

**Human Resources:**

- The change to personnel rule 304C, which allows temporary employees to apply for internal positions, will be going to the Merit Board.

**TOA:**

- The Police Department recently hosted a ground breaking for their new police station on Apache.
- The Steering Committee Chair would like to present a guest speaker on various best practices topics at each committee meeting. This month's guest speaker was Cindy Brown, the city's first ADA Accessibility Specialist. Cindy gave an overview of what is covered under the ADA law. Cindy has organized a disability task force to take a look at how the city provides access to its services and if any adjustments are needed. Cindy has also worked in partnership with the Tempe Convention and Visitors Bureau to publish an "Access Tempe" brochure. This 48-page brochure would list all the accessible restaurants, hotels, parks, playgrounds and city facilities in Tempe. The brochure will be published soon.
- The City of Tempe 2006 Diversity Strategic Plan was approved by Council at the December 22, 2005 Issue Review Session. This updated strategic plan includes ongoing successful programs and introduces new programs that can be implemented at the workgroup level. You can review the new strategic plan on the Diversity Office website at [www.tempe.gov/diversity](http://www.tempe.gov/diversity).
- The Steering Committee decided at the last meeting to offer the 6-month mentoring program again in 2006 with the added benefit of allowing 2 hour meetings a month on city time. Advertising for the program will begin soon. The goal is to begin the program June 1, 2006.